Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

HQ/SOCR (and below)

For 3rd Quarter 2016 for period ending June 30, 2016

			Compar	ative Da	ta				
Complaint Activity	Previous Fiscal Year Data 2016								
	2011	2012	2013	2014	2015	Thru 06-30			
Number of Complaints Filed	128	134	153	130	164	127			
Number of Complainants	109	134	151	130	164	127			
Repeat Filers	3	0	2	0	0	0			

Complaints by Pagis		Co	mpara	ative D	ata	
Complaints by Basis	Pre	evious]	Fiscal `	Year D	ata	2016
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	Thru 06- 30
Race	38	45	53	39	58	35
Color	6	12	12	14	13	10
Religion	4	6	8	5	12	7
Reprisal	39	70	78	52	62	41
Sex	27	41	40	43	50	42
PDA	1	1	1	2	1	6
National Origin	28	22	23	34	26	15
Equal Pay Act	0	0	2	2	0	0

Age	29	41	36	27	38	29
Disability	26	31	41	32	47	29
Genetics	0	0	0	1	1	1
Non-EEO	4	2	3	7	11	6
Compleints by Issue		Co	mpara	ative D	ata	
Complaints by Issue	Pre	vious l	Fiscal `	Year D	ata	2016
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	Thru 06- 30
Appointment/Hire	0	1	3	19	22	18
Assignment of Duties	9	22	22	15	29	12
Awards	1	1	5	1	5	0
Conversion to Full-time	0	0	0	0	1	0
Disciplinary Action						
Demotion	1	0	3	0	1	1
Reprimand	8	10	9	5	9	6
Suspension	1	5	6	1	3	4
Removal	1	1	1	0	0	0
Other	5	5	4	0	0	0
Duty Hours	1	2	4	1	0	0
Evaluation Appraisal	14	24	29	17	21	16
Examination/Test	0	0	0	2	0	2
Harassment						
Non-Sexual	47	66	59	42	70	44
Sexual	4	2	3	4	8	3
Medical Examination	1	5	7	1	1	2
Pay (Including Overtime)	1	5	7	6	2	0
Promotion/Non-Selection	21	25	23	19	21	15
Reassignment						

Denied		2	1	4	0		4	1
Directed		2	5	4	0		4	0
Reasonable Accommodation		9	10	15	8		15	7
Reinstatement		0	0	0	0)	0	0
Retirement		1	0	1	0)	0	1
Termination		15	12	18	8		18	10
Terms/Conditions of Employment		2	9	8 3		1	31	4
Time and Attendance		3	10	13	7		12	5
Training		10	5	4	3		8	3
Other		12	17	25	0		0	2
		(Compar	ative]	Data	a		
Processing Time	1	Previous	Fiscal Y	Year l	Data	a		2016
	2011	2012	2013	201	l 4	20)15	Thru 06-30
Complaints pending during fiscal year	ar	ı	1	1				ı
Average number of days in investigation	289.33	244.39	276.92	240.	.19	20	0.97	189.66
Average number of days in final action	95.75	125.02	246.41	57.0	61	58	3.05	55.97
Complaint pending during fiscal year	r where h	earing w	as reque	sted				
Average number of days in investigation	288.41	243.97	296.05	254.	.02	21	4.41	208.66
Average number of days in final action	30.48	8.82	57.30	22.	70	30).14	48.86
Complaint pending during fiscal year	r where h	earing w	as not re	quest	ed			
Average number of days in investigation	290.77	245.09	252.60	226.	.14	19	0.45	175.07
Average number of days in final action	130.02	190.87	315.18	74.	33	70).27	58.92
Constitution to the state of			Cor	npara	tive	e Da	ata	
Complaints Dismissed by Ago	ency	Pre	vious Fi	scal Y	Year	r D a	ata	2016

			2	2011	20	12	201.	3 20	14	20	015		hru 6-30
Total Complaints Dismissed by Agen	су		Ì	26	1	1	18	1	4		10		13
Average days pending prior to dismis	sal			80	-5	0	23	4	1		60		58
Complaints W	ith	draw	n b	y Coi	mp]	laina	ants						
Total Complaints Withdrawn by Complainants				9	1	3	13	1	4		6		9
					Cor	npa	rativ	ve Da	ıta				
			Pro	eviou	s F	iscal	Ye	ar D	ata				016
Total Final Agency Actions Finding Discrimination		2011	2	2012		2013	3	2014		20	15	('hru 06- 30
	#	%	#	%	#	9/	b #	‡ %	7	#	%	#	%
Total Number Findings	1		1		1		1	-		1		0	
Without Hearing	0	0	0	0	1	10	0 0	0	(0	0	0	0
With Hearing	1	100	1	100	0	0	1	10	0 1	1	100	0	0
Findings of Discrimination				(Con	ıpar	ativ	e Da	ta				
Rendered by Basis		F	re	vious	Fis	scal	Yea	r Da	ta				016
Note: Complaints can be filed alleging multiple bases. The sum of	2	011	2	2012 2013				2014			.5	Thru 06-30	
the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	0	%	#	%
Total Number Findings	1		1		1		1		2			1	
Race	0	0	1	100	0	0	0	0	0		0	0	0
Color	0	0	0	0	0	0	0	0	0		0	0	0
Religion	0	0	0	0	0	0	0	0	0		0	0	0
Reprisal	1	100	0	0	0	0	0	0	0		0	1	100
Sex	0	0	0	0	1	100	0	0	1	5	50	0	0
PDA	0	0	0	0	0	0	0	0	0		0	0	0
National Origin	0	0	0	0	0	0	1	100	0		0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0		0	0	0

Age	0	0	0	0	0	0	0	0	1	50	0	0
Disability	0	0	0	0	0	0	0	0	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	50	0	0
					I		ı		I		I	
Findings After Hearing	1		1		0		1		1		0	
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	0	0
Disability	0	0	0	0	0	0	0	0	1	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		1		0		1		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	1	100
Sex	0	0	0	0	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	100	0	0
				(Con	ıpara	ıtiv	e Dat	a			
Findings of Discrimination		I	Pre	vious	Fis	scal Y	ea	r Dat	a			016
Rendered by Issue	2	011	2	012	2	013	2	014	14 2015			hru 5-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		1		1		2		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	1	100
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	100	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	1	50	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	100	1	50	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	100	0	0	0	0	0	0
	<u>'</u>											
Findings After Hearing	1		1		0		1		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	•											
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	100	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	*			-	-	-		-				
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0

Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	100	1	100	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		1		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	1	100
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action								ı		ı		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0

ROI issued, pending Complaina	nt's a	ction		0	3	3	2		\mathbf{c}	0		0
Investigation				6	3	3	3		3	3		4
Number complaints pending												
Total Complainants				95	12	41	175	1	86	104		145
Total complaints from previous Fisc	al Y	ears		0	()	0		0	110		151
Pending Complaints Filed in Pr Fiscal Years by Status	revio	ous	2	2011	20		2013		11 D	2015	1	2016 Chru 06- 30
Dan Bar Consist (DU 11 D	•			Dro	vio		npa iscal				1	2016
——————————————————————————————————————	0			0	1							
Training Other - User Defined	0	0	0	0	1	100		0	$\frac{0}{0}$	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment Time and Attendance	$\frac{0}{0}$	0	0	0	0	0	0	0	$\frac{0}{0}$	0	0	0
		0	0	0	0	0	0	$\frac{0}{0}$	$\frac{0}{0}$	0	0	0
Retirement Termination	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	$\frac{0}{0}$	$\frac{0}{0}$	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0
Reinstatement	0	0	0	0	0	0	0	0	$\frac{0}{0}$	0	0	0
Reasonable Accommodation	$\frac{ 0 }{ 0 }$	0	0	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	$\frac{0}{0}$	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment						_			Τ_			
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	1	100	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0

Hearing	61	63	73	95	99	138
Final Agency Action	10	10	3	7	8	8
Appeal with EEOC Office of Federal Operations	42	48	59	82	3	8
		Co	mpara	tive D	ata	
Complaint Investigations	Pre	evious l				2016
Complaint Investigations	Pre 2011	evious 1		Year D		2016 Thru 06- 30